

Message Text

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UNCLAS GENEVA 3216

E.O. 11652: N/A

TAGS: AORG, APER, UN

SUBJ: G-LEVEL SALARY SETTLEMENT

REF: GENEVA 2987

1. STAFF REPRESENTATIVES INSISTED THAT TERMS OF G-LEVEL SALARY SETTLEMENT BE SET OUT IN FORMAL AGREEMENT SIGNED BY BOTH SIDES AND, AFTER LENGTHY ARGUMENT OVER THIS LAST HITCH, AGREEMENT QUOTED PARA 2 BELOW WAS SIGNED APRIL 23. DEBATIN SIGNED IT IN HIS CAPACITY AS "SOLE NEGOTIATOR DESIGNATED BY THE SECRETARY GENERAL OF THE UNITED NATIONS AND THE EXECUTIVE HEADS OF THE GENEVA-BASED AGENCIES." REPRESENTATIVES OF THESE AGENCIES COUNTERSIGNED AGREEMENT. STAFF REPRESENTATIVES OF UNOG, ILO, WHO, GATT, WMO, ITU AND WIPO SIGNED ON STAFF SIDE.

2. QUOTE AT THE JOINT PLENARY MEETING HELD IN GENEVA ON 23 APRIL 1976

(A) MR. H. DEBATIN, ASSISTANT SECRETARY-GENERAL CONTROLLER, OFFICE OF FINANCIAL SERVICES, UNITED NATIONS, SOLE NEGOTIATOR DESIGNATED BY THE SECRETARY-GENERAL
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OF THE UNITED NATIONS AND THE EXECUTIVE HEADS OF THE

GENEVA-BASED AGENCIES, AND

(B) THE REPRESENTATIVES OF THE STAFF OF THE UNITED NATIONS, THE INTERNATIONAL LABOUR OFFICE, THE WORLD HEALTH ORGANIZATION, THE ICITO/GENERAL AGREEMENT ON TARIFFS AND TRADE, THE WORLD METEOROLOGICAL ORGANIZATION, THE INTERNATIONAL TELECOMMUNICATIONS UNION AND THE WORLD INTELLECTUAL PROPERTY ORGANIZATION AGREED ON THE FOLLOWING, IN CONFORMITY WITH THE DECLARATION OF THE EXECUTIVE HEADS, DATED 3 MARCH 1976:

(1.) THE NET SALARIES OF STAFF MEMBERS UNDER THE GENERAL SERVICE SALARY SCALES IN EFFECT ON 1 AUGUST 1975 WILL BE INCREASED BY THE FOLLOWING PERCENTAGES: 15 PERCENT FOR G.1 AND G.2; 14 PERCENT FOR G.3 AND G.4; 12 PERCENT FOR G.5; 11 PERCENT FOR G.6 AND G.7.

(2.) NEW SALARY SCALES, ADJUSTED AS INDICATED ABOVE, WILL BE APPLIED RETROACTIVELY FROM 1 AUGUST 1975. THESE SALARIES WILL BE ADJUSTED ON 1 FEBRUARY 1979 BY THE EXTRAPOLATED AVERAGE OF THE MOVEMENT OF THE OFIAMT INDEX IN ACCORDANCE WITH THE PRESENT PROCEDURE FOR INTERIM ADJUSTMENT OF GENERAL SERVICE SALARIES (FOR THE TWO SCALES, SEE APPENDICES A AND B).

(3.) THE NEW RATES OF DEPENDENCY ALLOWANCES, EFFECTIVE AS FROM 1 APRIL 1975, BE THE FOLLOWING: FOR A DEPENDENT SPOUSE - 1,750 SF NET PER ANNUM; FOR EACH DEPENDENT CHILD - 1,800 SF NET PER ANNUM; WHERE THERE IS NO DEPENDENT SPOUSE, FOR ONE DEPENDENT PARENT, DEPENDENT BROTHER OR DEPENDENT SISTER- 1, 080 SF NET PER ANNUM; IF THE STAFF MEMBER IS WITHOUT A SPOUSE, THE DEPENDENCY BENEFIT FOR THE FIRST DEPENDENT CHILD IS - 3,000 SF NET PER ANNUM.

(4.) THE SALARY RATES FOR SHORT-TERM STAFF IN FORCE ON 1 AUGUST 1975 WILL BE INCREASED WITH EFFECT FROM THE SAME DATE, IN LINE WITH THE TOTAL ADJUSTMENT FOR REGULAR STAFF, I.E., BY THE SAME PERCENTAGE AMOUNTS IN PARAGRAPH 1. THE SALARY RATES FOR SHORT-TERM STAFF UNCLASSIFIED

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IN FORCE ON 1 JANUARY 1976 WILL BE FURTHER ADJUSTED WITH EFFECT FROM THE SAME DATE TO TAKE ACCOUNT OF THE INCREASES AFFECTED ON 1 AUGUST 1975. THESE ADJUSTMENTS ARE SUBJECT TO THE PROVISIONS OF PARAGRAPH 5.

(5.) RETROACTIVITY WILL FOR THE PERIOD OF THEIR CONTINUED EMPLOYMENT APPLY TO ALL STAFF MEMBERS STILL IN CURRENT ACTIVE PAY STATUS, AS WELL AS TO ALL STAFF

MEMBERS WHO HAVE RETIRED SINCE 1 AUGUST 1975. PERIODS OF NOT MORE THAN 31 DAYS' INTERRUPTION WILL NOT BE CONSIDERED AS A BREAK OF CONTINUOUS EMPLOYMENT. RETROACTIVITY WOULD NOT BE GRANTED TO THOSE STAFF MEMBERS WHO HAVE LEFT THE SERVICE OF THE ORGANIZATION FOR REASONS OTHER THAN RETIREMENT BETWEEN 1 AUGUST 1975 AND 30 APRIL 1976 INCLUSIVE.

(6.) ALL ORGANIZATIONS EXCEPT ILO, ITU AND WIPO WILL PROMULGATE THE GENERAL SERVICE SALARY SCALES AND THE NEW RATES OF DEPENDENCY ALLOWANCES BY THE END OF APRIL 1976. ILO AND ITU WILL PREPARE SUBMISSIONS FOR THE NEXT SESSION OF THEIR GOVERNING BODIES; WIPO WILL PROMULGATE THE NEW SCALES AND RATES THE DAY FOLLOWING THE DATE OF PROMULGATION BY THE UNITED NATIONS.

(7.) THE PAYROLL OF JUNE 1976 OF ALL ORGANIZATIONS EXCEPT ILO, ITU AND WIPO WILL REFLECT THE PAYMENT OF THE NEW SALARY SCALES AND THE NEW RATES OF DEPENDENCY ALLOWANCES AND IT SHALL ALSO REFLECT THE PAYMENT OF THE AMOUNTS DUE TO THE REGULAR AND SHORT-TERM STAFF ON ACCOUNT OF RETROACTIVITY. WIPO WILL IMPLEMENT THESE SCALES AND RATES IN THE MONTH SUCCEEDING THAT IN WHICH THE UNITED NATIONS DOES SO.

(8.) INTERIM PERIODIC ADJUSTMENTS FOR DEPENDENCY ALLOWANCES WILL BE MADE AS FOLLOWS:

(A) CHILDRENS' ALLOWANCE: EACH TIME THE CANTONAL LAW SETTING THE LEGAL MINIMUM OF THE CHILDRENS' ALLOWANCE IS CHANGED;

(B) SPOUSE ALLOWANCE: IN CASE CHANGES ARE MADE IN UNCLASSIFIED

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THE CANTONAL TAX TABLES FOR THE CALCULATION OF THE TAX RELIEF ELEMENT OF THESE ALLOWANCES. CHANGES WILL BE MADE NOT MORE FREQUENTLY THAN ONCE A YEAR. UNQUOTE

3. STAFF REPRESENTATIVES ATTACHED FOLLOWING "ANNEX" WHICH DOES NOT FORM PART OF SIGNED AGREEMENT. QUOTE THE STAFF REPRESENTATIVES OF THE UN, WIPO AND WMO AFFIRM THEIR BELIEF THAT THE EXISTING SYSTEM, AGREED IN 1969, SHOULD CONTINUE TO BE APPLIED IN THE FUTURE WITH ONE EXCEPTION, I.E. THE RETRACTIVE CORRECTIONS OF THE EXTRAPOLATED OFIAMT INDEX SHOULD BE MADE EVERY YEAR AFTER THE PUBLICATION OF THE LATEST INDEX. UNQUOTE. FOREGOING IS A REFERENCE TO PRESENT METHOD OF APPLYING SWISS COST OF LIVING SURVEY

(OFIAMT INDEX) BY EXTRAPOLATION USING A THREE-YEAR
AVERAGE. STAFF REPRESENTATIVES OF UNOG, WMO, AND WIPO
WOULD LIKE THE OFIAMT INDEX (BASED ON DATA COLLECTED
ANNUALLY IN OCTOBER AND PUBLISHED THE FOLLOWING MAY)
APPLIED RETROACTIVELY BASED ON ACTUAL RATHER THAN
EXTRAPOLATED FIGURES. THIS ISSUE WILL BE TOPIC
OF DISCUSSION AT A JOINT STAFF ADMINISTRATIONS
WORKING GROUP IN JUNE. DALE

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